

# Equal Employment Policy

Piper Sandler is an equal opportunity employer and makes employment decisions on the basis of merit. In accordance with applicable law, Piper Sandler prohibits discrimination based on race, color, religion, creed, sex, sexual orientation, gender identity, marital status, familial status, age, physical or mental disability, genetic information, or veteran status or any other consideration protected by federal, state or local laws. All such discrimination is unlawful. The Piper Sandler commitment to equal opportunity employment applies to all persons involved in the operations of Piper Sandler and prohibits unlawful discrimination by any employee of Piper Sandler, including managers and co-workers.

To comply with applicable laws ensuring equal employment opportunities to qualified individuals with disabilities, Piper Sandler will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee unless undue hardship would result. Any applicant or employee who requires an accommodation in order to perform the essential functions of the job should contact their manager or Human Capital to request such an accommodation. The individual with the disability should specify what accommodation they need to perform the job. If the accommodation is reasonable and will not impose an undue hardship on Piper Sandler, Piper Sandler will make the accommodation. Piper Sandler may also propose an alternative accommodation(s).

If you believe you have been subjected to any form of unlawful discrimination, or if you are aware of an incident of discrimination involving another employee, please provide a written or verbal report to one or more of the following individuals to whom you are most comfortable making a report: a Human Capital representative or their manager (contact HR Direct at 612-303-6246 or toll free at 888-477-4737); or anonymously via the Piper Sandler Culture and Ethics Hotline at 844 683-0323. The report should be specific and should include the names of the individuals involved and the names of any witnesses.

Piper Sandler will immediately undertake an effective, thorough and objective investigation and attempt to resolve the situation. The investigation will be completed, and a determination made and communicated to the appropriate party/parties as soon as practical. Piper Sandler will endeavor to protect the privacy and confidentiality of all parties involved to the extent possible, consistent with a thorough investigation.

If Piper Sandler determines that unlawful discrimination has occurred, remedial action will be taken, commensurate with the severity of the offense. Appropriate action will also be taken to deter any future discrimination. Piper Sandler will not tolerate retaliation against any employee for raising a complaint and will not knowingly permit retaliation by management employees or co-workers.